

Michael R. Williams
President

Essica LittleJohn, Vice President
Jeff Herbison, Secretary-Treasurer
Shannon Bowen, Sergeant at Arms



June 13, 2017

Memphis City Council
125 North Main St.
Memphis, TN 38103

Dear City of Memphis Council Members,

The MPA appreciates a few minutes of your time to review the attached documents that we feel demonstrate why the City Council should not approve another suspension of the DROP program.

The first attachment is a survey the MPA created and made available to all ranks asking for officers' opinions on suspending the DROP program. The MPA got 500 responses, with 88.80% against another DROP suspension.

Everyone can agree that MPD is facing a major retention problem. The department has lost 709 officers since January 1, 2013 and continues to be over 530 officers below the City's desired complement. Even with a renewed focus on graduating larger recruit classes the department continues to lose officers at a greater rate than they are retaining them.

There are a variety of factors that have moved officers to leave the department. One that seems beyond debate involves the lack of opportunity for upward mobility. Of the officers that responded to the survey, **90.38 % feel another DROP suspension will further hinder their chances at promotion.** One of the officers responding to the survey succinctly captured much of the general feeling of department towards the possibility of another suspension of the DROP when he stated, "Those of us on the fence regarding staying and taking our chances, or leaving for greener pastures, this may just be the final straw."

Also attached are the names of the 76 officers that have tested and qualified for promotion, and these 76 positions are funded in the budget. The only conceivable reason they have not been promoted is that the positions to which they aspire have not been vacated to the point that their promotion is necessary. This illustrates how the first DROP

suspension has negatively impacted these 76 officers. Another DROP suspension only exacerbates this problem.

Any objective review of the facts utterly invalidates the argument that suspending the DROP keeps “boots on the ground.” The rank at which officers are considered “boots on the ground” is the rank of Patrolman. **At last count, there are only 5 Patrolmen in the DROP program.** All ranks above Patrolman are either investigative or supervisory/administrative positions. The majority of officers in the DROP program are at the rank of Lieutenant or above. By suspending the departure of officers at these ranks, the Council is not increasing the number of officers on the street.

There is also attached a flow chart that gives a very abbreviated description of the job duties of each rank on the MPD from Patrolman through Colonel. The MPA has heard from numerous officers at higher ranks that if there is another DROP suspension that further delays their promotion, there will be no reason for them to stay on the job. Most of these officers have completed their 25 years of service and are eligible to retire.

So, the MPA is asking you to vote against another DROP suspension. Suspending the DROP program is not the way to repair the problems causing the exodus of officers from this city. Suspending the DROP again will only drive more officers away from a city that so desperately needs them.

Thank you,

A handwritten signature in black ink that reads "Michael Williams". The signature is fluid and cursive, with a large initial "M" and a stylized "W".

Michael Williams
President
Memphis Police Association
(901) 523-7075

Cc: The Honorable Bill Morrison
Memphis City Council District 1

The Honorable Frank Colvett
Memphis City Council District 2

The Honorable Patrice Robinson
Memphis City Council District 3

The Honorable Jamita Swearengen
Memphis City Council District 4

The Honorable Worth Morgan
Memphis City Council District 5

The Honorable Edmund Ford, Jr.
Memphis City Council District 6

The Honorable Berlin Boyd
Memphis City Council District 7

The Honorable Joe Brown
Memphis City Council Super District 8, Position 1

The Honorable Janis Fullilove
Memphis City Council Super District 8, Position 2

The Honorable Martavius Jones
Memphis City Council Super District 8, Position 3

The Honorable Kemp Conrad
Memphis City Council Super District 9, Position 1

The Honorable Philip Spinoso, Jr.
Memphis City Council Super District 9, Position 2

The Honorable Reid Hedgepeth
Memphis City Council Super District 9, Position 3

Summary of Facts and Findings

I. Where does the MPA memberships stand on the issue of the Drop Freeze?

-The membership is opposed to another DROP suspension.

II. How did the MPA determine the will of the membership?

-The MPA conducted a survey and received the following responses:

1. Do you support the DROP freeze?

- Yes: 56 (11%) **No: 444 (89%)**

2. Do you support letting those who have already frozen their DROP once to be able to refreeze it?

- Yes: 33 (7%) **No: 466 (93%)**

3. Do you feel as though the DROP freeze will hinder your chance for promotion?

- **Yes: 451 (90%)** No: 48 (10%)

III. What is the impact on “boots on the ground” if the DROP is not extended?

-There will be virtually no impact on the number of officers on the streets answering calls. Currently there are only **5 patrol officers in the DROP**. The majority of officers in the DROP program are at the rank of Lieutenant or above.

-There are currently 5 Majors awaiting promotion to Lt Colonel

-There are currently 11 Lieutenants awaiting promotion to Major.

-There are currently 33 Sergeants awaiting promotion to Lieutenant.

- Sergeants (investigators), Lieutenants (administrators) and Majors (administrators) do not patrol the streets and do not count as boots on the street.

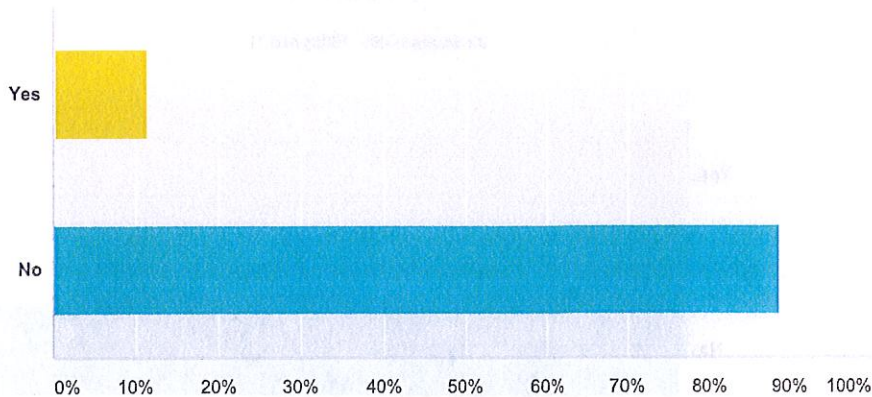
-Currently 26 patrolmen are awaiting promotion to Sergeant.

-When all of these officers are promoted a minimum of 21 patrolmen who have been filling open Sergeant spots will be sent back to the street.

- In the end the net loss of boots on the ground would be 5 patrol officers

Q1 Do you support the DROP freeze?

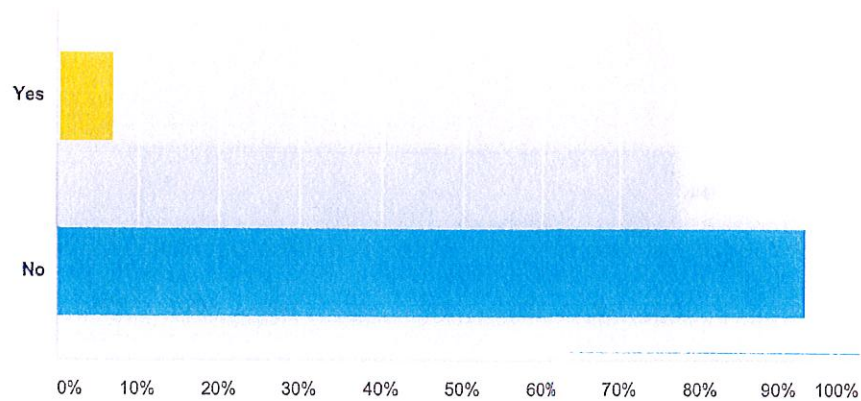
Answered: 500 Skipped: 0



Answer Choices		Responses	
Yes		11.20%	56
No		88.80%	444
Total			500

Q2 Do you support letting those who have already frozen their DROP once to be able to refreeze it?

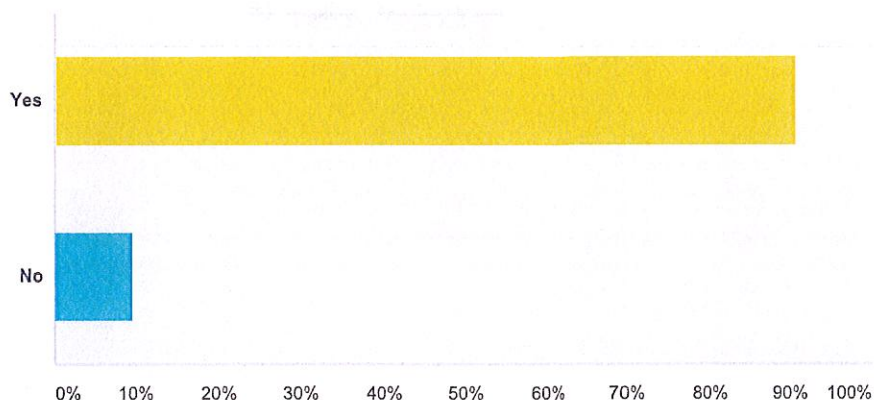
Answered: 499 Skipped: 1



Answer Choices	Responses	
Yes	6.61%	33
No	93.39%	466
Total		499

Q3 Do you feel as though the DROP freeze will hinder your chance for promotion?

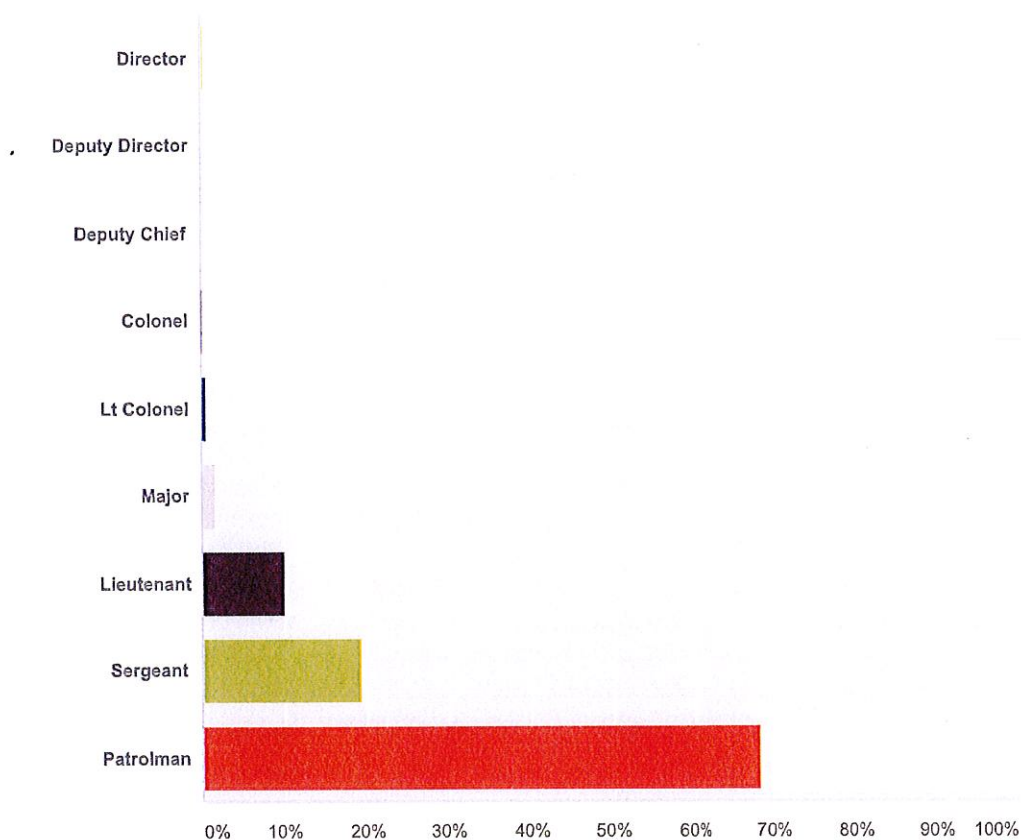
Answered: 499 Skipped: 1



Answer Choices	Responses	
Yes	90.38%	451
No	9.62%	48
Total		499

Q5 What is your current rank?

Answered: 497 Skipped: 3



Answer Choices	Responses	
Director	0.20%	1
Deputy Director	0.00%	0
Deputy Chief	0.00%	0
Colonel	0.20%	1
Lt Colonel	0.60%	3
Major	1.61%	8
Lieutenant	10.06%	50
Sergeant	19.11%	95
Patrolman	68.21%	339
Total		497

Sampling of the Survey Officer Responses

(all responses are attached)

68 I have been on this job 19 years and I am STILL waiting to get my FIRST gold badge. I am on the current list to be promoted, WHENEVER THAT WILL BE, and I feel slighted because the upper management is not moving on as they should. While I was in the academy I was informed by the staff that after five years I would be eligible for promotion and then every two years after that I would qualify to move up in ranking. THAT has not happened!! I just wish this department, city council, AND mayor would set a STANDARD promotional process and adhere to it!!! 6/12/2017 4:37 PM

144 Those of us "on the fence" regarding staying and taking our chances, or leaving for greener pastures, this may just be the final straw.... 6/7/2017 9:03 PM

191 Allowing old dead limbs to remain on the tree further stagnates the growth and prosperity of the tree. 6/7/2017 3:45 PM

225 The freeze will further hinder upward mobility for the lower ranks and further lower moral amongst patrolman who already had very few opportunities to advance in their career. Im afraid it will make more people look elsewhere for employment with better career advancement. It stagnants everything and truly only helps the top positions of the department which there are much fewer people in. The Dept stands to loose more people than any gain that could possibly be made. 6/7/2017 2:38 PM

240 If the city decides to allow another Freeze, I have no reason to stay here. I won't have a chance for a promotion until sereval years and I'm already at the bottom. I don't have a pension, healthcare is high, and this is one of the most dangerous cities in America. I might as well start over in another city. 6/7/2017 2:23 PM

Q4 Is there anything else you would like to add regarding your opinion on the DROP freeze?

Answered: 245 Skipped: 255

#	Responses	Date
1	don't allow it!	6/14/2017 1:57 PM
2	This freeze is not fair to all the rest of us. Times are changing quickly and I feel new ideas are desperately needed, That can only happen when change present itself. No freeze on the drop	6/14/2017 11:09 AM
3	Under the current and past administration the Drop Freeze, regardless of it's intent at this point, only gives the rank and file the appearance of benefiting the upper echelon of the administration. Those "at the top" can claim all they want it's because of the "Department needs" but all that may sound good to the public but the bottom workers didn't create those "needs". So they don't feel responsible for it and shouldn't be the ones to have their careers out on hold because the ones at the upper echelon wouldn't stand up in the beginning. They appear to be just sitting back and getting some more to pad their pension while the rest have to wait. Most of the upper echelon need to go anyway. They were part of the problem in the beginning and now in charge of fixing the problem? That is probably why nothing has changed and only growing worse. Are they going to fix or resolve it? Not a chance. That's called just "kicking the can down the road" until they get ready to quit playing the game. There is no respect or leadership within the chain of command. They seem to view the Department as how they think it is versus how it really is. Fortunately for me I can leave, as I am currently working on now, as well as others. It is the few of the good partners we have the we feel bad about leaving behind. Not this City....or this Department. No one is leaving mad. Just sad that all we put into has dropped this low.	6/14/2017 11:01 AM
4	no	6/14/2017 10:27 AM
5	I'm sick of the job. After the last Sgt test I've realized that most officers are going to be patrolmen for their entire career. I would quit, if I could.I, but I've stuck around too long in hopes that I might be promoted. I didn't come on this job to be in the field for 25 years. I'm high on the list, but not high enough. F this department and F this city.	6/14/2017 10:08 AM
6	This is extremely not fair.	6/14/2017 10:05 AM
7	A Drop freeze is not the answer and will only continue to hinder the promotional process among all ranks. This will immediately affect the administration ranks and will continue to draw out the promotions among patrolman giving the boots on the ground no hope for advancement. When we signed up to be police this was a career. Now it's just a job and retention rates will continue to sore and the quality of officers that the city retains will continue to diminish. The administration needs to take a serious look at restructuring the ranks in the very near future and stop worrying about themselves and think about everybody at large and be true leaders of the department in the time of adversity.	6/14/2017 9:28 AM
8	This is BS	6/14/2017 8:30 AM
9	Unfair departmental practices, thats going to lead to more legal suites.	6/14/2017 8:19 AM
10	NO	6/14/2017 8:10 AM
11	None	6/14/2017 7:44 AM
12	If they allow DROP freeze to occur this action will drop morale. Waiting 20 years to become a Sgt. is just not happening.	6/14/2017 6:36 AM
13	If/when I decide to leave, it will be due to the lack of promotion and/or the pension changes.	6/14/2017 6:17 AM
14	They are holding up future promotions by continuing to freeze the drop	6/14/2017 1:06 AM
15	Change to a five year drop and stop playing around with people lives and time.	6/14/2017 12:28 AM
16	It will cause more people to leave and officers are already disgruntled.It is taking care of the upper ranks not patrolman and sgts. It is ruining careers.	6/13/2017 9:39 PM
17	No	6/13/2017 9:35 PM
18	It's great for those who are leaving! So, if the City of Memphis allows you to freeze once and you want to refreeze again then you should lose your rank if you are a sergeant or higher.	6/13/2017 9:32 PM
19	It leads to a stagnation for upward movement	6/13/2017 9:31 PM

20	I understand that most do it for the insurance. But once is ok after that get something else and move on	6/13/2017 9:12 PM
21	People made plans to retire and stopped because of financial changes. They had two years to make other arrangements. Any longer is too long.	6/13/2017 8:44 PM
22	plan accordingly management quit padding management pockets	6/13/2017 7:50 PM
23	It is my opinion the the drop freeze only benefits those at the top of the food chain and negatively affects the rank and file from promotional processes.	6/13/2017 7:31 PM
24	No	6/13/2017 7:18 PM
25	They had there Time to get it right, now it's our opportunity.	6/13/2017 6:30 PM
26	I am concerned that the drop freeze comprises the integrity of the drop program and could cause the drop program to be discontinued for future retirees.	6/13/2017 6:21 PM
27	The drop freeze is a complete slap in the face to all Officers. It is literally impossible for any officer in a lesser rank to be promoted if the older Officers who have already agreed to retire actually retire.	6/13/2017 6:07 PM
28	Promotions should take place regardless of which way the council votes. Employees want to be promoted & Human Resources spent a lot of money in order for that to happen. I say extend the promotional lists past the minimum two years, & continue to promote. It's cheaper to pay a patrolman overtime than it is to pay Sgt.'s & Lt.'s overtime. Let's not over think this thing. The department needs employees whether you allow the ones in the DROP to freeze or re-freeze. The department needs Sgt.'s, Lt.'s, & Majors regardless of a re-freeze.	6/13/2017 5:26 PM
29	I've got my 25 in and only staying to make Major. If those in the way freeze again, I might as well go ahead and leave.	6/13/2017 4:55 PM
30	Don't do it.	6/13/2017 4:51 PM
31	No	6/13/2017 4:32 PM
32	I think it's time to do right by the younger officers and freezing the drop process will only hinder future progress!	6/13/2017 4:30 PM
33	People who entered the freeze knew they had to leave after 3 years. Time to go, get out!	6/13/2017 4:19 PM
34	No	6/13/2017 4:16 PM
35	I feel as if it's not fair. The department wants its officers to produce and increase stats every week; however, they are not giving us anything to work toward because for years we have had no chance in being promoted. Their answer is to punish us by moving us to other wards and being unfair. Not once have they looked at themselves to realize they are the reason officers aren't being productive. We have no room to grow through promotion and to make matters worse they still want to freeze these drops to slap us in the face again. They blame officers for leaving this job but if you look at the command staff none of them have been stumped by promotions as we are now. So for them to honor upper rank to remain here is crazy. If it's about the health care then try to work something out for the retirees because it's wrong for us to give this much of our lives on this stressful job to leave with nothing. But if it's about wanting to stay because of the fact you aren't pounding the streets and being worked like a slave in the heat, rain, and snow for 12 years and still maintaining a nice salary then that's unjust and unfair. Those are the people beating us down to do more on the streets while they stop promotions because they don't want to leave the department and allow others a chance to grow. I believe if half of them were in our shoes they would have left as well and feel angry toward the fact they have been on this job for 12 years and was only able to take 1 test.	6/13/2017 4:13 PM
36	It is very discouraging to be a Sergeant after 21 1/2 years of service with the Memphis Police Department. First, chances of promotion to the rank of Sergeant were hindered due to numerous lawsuits from police officers against the City of Memphis. Now, it is hindered because higher ranked police veterans with 25 or more years of service are being given the opportunity to FREEZE and possibly freeze again. I am appalled that this is even being considered. To give you an idea of how stagnant our promotional process is, we've had several Deputy Chiefs who attained that particular rank around their 20th year as a Memphis Police officer. This is not only discouraging but it is also our reality as MPD officers.	6/13/2017 4:12 PM
37	Freezing the DROP hinders promotions. Most in the DROP are Sgt. and Lt. and it keeps the younger officers from moving up the chain.	6/13/2017 4:09 PM
38	They need to make the job mandatory 25 years and out. No exceptions all this dead weight hanging around .	6/13/2017 4:09 PM
39	There has already been a DROP Freeze, even if they freeze, most are not staying the whole time and it is still does not give a predictor of when someone is going to leave. The idea is so that upper management can predict and train others for those positions....Most of the ones staying are in upper positions and the message you send to the lower ranks is one of a lacking faith in the abilities of the other ranks. Many have the talent to fill the positions of the ones leaving. When you hold on to the upward ranks, you just make others in the lower ranks leave. Not really a sound decision.	6/13/2017 4:05 PM
40	No, it is what it is!	6/13/2017 3:57 PM

41	The current status of drop hinders promotional opportunities	6/13/2017 3:54 PM
42	If they continue freezing the drop it destroys all chances of promotion.	6/13/2017 3:46 PM
43	It doesn't help those who have worked hard to advance in this career when you have those who will hold a position for 10 plus years not allowing others to rank up.	6/13/2017 3:34 PM
44	Stagnating promotions even further than they already are will hinder recruitment of potential officers.	6/13/2017 3:27 PM
45	No	6/13/2017 3:25 PM
46	It's a terrible idea and does absolutely nothing to enhance a police department that's a miserable failure. It not only stagnates promotions but it keeps the same stale, stagnant, miserable people in place! The current administration and those who want to freeze need to go NOW! We also need to look at eliminating the rank of Colonel! Another wasted position created by a tyrant and since its inception NO ONE has ever been removed from Colonel for poor performance. It was a trust issue that got the last ones terminated! Get with the program and push this to Council! Push it to the public we work for them!	6/13/2017 3:25 PM
47	No	6/13/2017 3:19 PM
48	No	6/13/2017 3:19 PM
49	I am a 18 year patrolman and it's highly frustrating. No freeze please.	6/13/2017 3:18 PM
50	Don't do it	6/13/2017 3:17 PM
51	It sucks!	6/13/2017 3:14 PM
52	make them go home	6/13/2017 2:52 PM
53	Those that got in the DROP did so with the understanding that they would have to leave within three years. If they were not certain they were ready to retire within that three year window they should of not signed up for the DROP. When they initially signed up they did so knowing that the freeze may not be available. Also, the DROP is to help with attrition so they know who will be leaving so they can hire and promote accordingly. Obviously the ball has been dropped regarding that or there wouldn't be such a mad scramble to figure out what to do about the shortage. Typical mismanagement.	6/13/2017 2:45 PM
54	It's killing retention and recruitment . Even brand new under a year officers are putting in applications elsewhere saying " no way I'm staying here , no promotions, no pension (call it what you want , it's not , they know it's not near as good as the legacy one , spouse can't be on insurance , and no affordable insurance in retirement) The drop freeze is killing retention.	6/13/2017 2:38 PM
55	All the city is doing is financing a job search for these officers who have already retired. If you freeze the drop, take away all their benefit time and give them 80 hours of personal time for the year. Then they would not want to do it.	6/13/2017 2:31 PM
56	The law says: An eligible employee can make an irrevocable election to participate in the DROP program... and agreeing to retire no later than the end of his or her one-, two-, or three-year period of participation in the DROP program. What's unclear about that?	6/13/2017 2:31 PM
57	Put my family back in my insurance.	6/13/2017 2:29 PM
58	no	6/13/2017 2:25 PM
59	They should consider extending the drop to 5 years, and not consider the freeze.	6/13/2017 2:23 PM
60	Those people need to move on and make way for the next generation.	6/13/2017 2:20 PM
61	If it their time to go, they need to go. The job will go on without them. Let someone else, who is just as qualified, have the position.	6/13/2017 2:16 PM
62	They need to leave, they have served thier time and they need to open up those spots for younger officers.	6/13/2017 2:16 PM
63	The Director is only looking out for himself and management. The DROP freeze is really bad for the city. What people don't seem to realize is that many of us look at the DROP to see when people above us are leaving. Now thanks to the DROP freeze we can no longer predict that. Due to that, many of us just want to get out as soon as possible so we can go to a job where we can predict our future. Stop freezing the DROP before you kill this place.	6/13/2017 1:56 PM
64	Not only does the freeze hinder younger officers from getting promoted in a timely manner, but it also brings down the morale of officers knowing that we could possibly be on the department 20 plus years and still only be an officer.	6/13/2017 1:43 PM
65	Get rid of the Drop altogether.	6/13/2017 1:25 PM

66	The DROP Freeze only allows management to stay in their positions. The freeze will not keep boots on the ground. This past weekend three officers were in a ward by themselves while officers were sent to Beale street. I find this unacceptable we need to hire more officers and possible fill Beale street with reserves on the weekend or change task force or OCU hours to fill the Beale street complement. The state of MPD is a direct result of benefit cuts and AC Wharton moth balling the MPD. The other reason officers are leaving are due to the lack of respect given to Patrol officers by Management.	6/13/2017 1:24 PM
67	Fire them all	6/12/2017 10:36 PM
68	I have been on this job 19 years and I am STILL waiting to get my FIRST gold badge. I am on the current list to be promoted, WHENEVER THAT WILL BE, and I feel slighted because the upper management is not moving on as they should. While I was in the academy I was informed by the staff that after five years I would be eligible for promotion and then every two years after that I would qualify to move up in ranking. THAT has not happened!! I just wish this department, city council, AND mayor would set a STANDARD promotional process and adhere to it!!!	6/12/2017 4:37 PM
69	No	6/12/2017 2:12 PM
70	The City should restore the traditional pension, retiree healthcare and get rid of the spousal carve out. This will stop the bleeding out. It will also help with recruiting since people need guarantees to do this job.	6/12/2017 11:26 AM
71	No comment	6/12/2017 9:31 AM
72	The Drop freeze is good for those who have done their time. Not only that, they deserve the lump sum of money... Now, to refreeze your Drop I disagree... After you get in the drop and get your money get out the way so someone else can have the same chance as you did.	6/12/2017 8:38 AM
73	I respect the administration's desire to retain those in leadership positions within MPD. I would however encourage our city leaders to have faith in those of us striving for those same positions. There are some very talented and innovative men and women on our department who can, if given the opportunity, be just as effective as our current leaders. Freezing the DROP may help retain a few current leaders but if may very well cause us to lose far more future leaders.	6/12/2017 7:26 AM
74	No	6/12/2017 5:15 AM
75	I would only support a freeze, if everyone that freezes does so as a P3. They must be removed from current rank to allow others to advance.	6/11/2017 5:09 PM
76	It's time for the generation currently in the drop to retire and leave the department. They're time is done. It is time for a new generation to take the reins and steer this department in the direction it needs to go, archaic thinking and old practices are not welcome here anymore.	6/11/2017 4:12 PM
77	no	6/11/2017 3:36 PM
78	Yes if the leadership is such a problem with the leadership that is next in line - then they should start trying them now.	6/11/2017 11:55 AM
79	The department as well as the city officials need to do the right thing. Restore benefits and continue promotions and there want be a need to freeze. "Why freeze, just secure the need"!!	6/11/2017 7:15 AM
80	Unfortunately they entered the drop and the rules were for 3 years. Promotions are hard to come by and they are needed for moral	6/10/2017 4:52 PM
81	If the city council and the mayor wouldn't have made the decision to ROB us of our benefits (specifically healthcare) we wouldn't need to do this survey and we wouldn't have had the mass exodus that we've had over the past few years. It's they're fault...plain and simple!!! They need to fix it!!!!	6/10/2017 4:15 PM
82	This department is already top heavy with chiefs and majors and Colonels and LtCol but it takes an act of God for a patrolman to even make sergeant.	6/10/2017 9:40 AM
83	Time to clear the decks and open way for fresh energy and ideas.	6/10/2017 8:40 AM
84	It is this City that ripped away and has never replaced health insurance from the pre-65 retirees, which for a currently retiring let's say Lt., is a 35.9% pension cut! It has screwed up countless retirement plans that officers had. They have to be able to rethink their futures!!!	6/9/2017 9:26 PM
85	The drop is exactly that; the drop. When an employee makes a decision, they should stick to it. Just like when city council makes a decision they should stick to it. How should officers expect the city to keep its word and then turn around and ask the city to allow them to break their word by not leaving? Hypocrisy!	6/9/2017 7:01 PM
86	DROP Freeze? Just restore the benefits package that was already established in the past or make it better. The Freeze Drop is not ensuring anything other than those who have been on the department for considerably long time abusing the sick policy. It doesn't ensure more boots on the ground at all.	6/9/2017 6:39 PM

87	There is no movement or advancement when no one leaves. My opinion is this department needs drastic change and it can't happen without the exit of the old regime. I fully understand the situation the department is in due to the situation created by our last city administrators but lets not forget their departure is inevitable and that "every one of them" came up through the same ranks as the rest of us. New faces and new ideas are desperately needed for this department to move forward and break out of this stalemate that it has become.	6/9/2017 11:49 AM
88	Freezing the drop makes for a stagnant department without anymore momentum. If those who are in the drop do no wish to leave the PD they shouldn't be in the drop to begin with. If someone is in the drop they should finish their time and leave that was the whole point in the first place to give them a large sum of money and they leave. Freezing the drop stops anyone else's forward momentum for promotions since the majority of those in the drop are upper ranked individuals to include parts of the 12th floor.	6/9/2017 9:25 AM
89	No	6/9/2017 9:21 AM
90	It's a shame officers can be on the streets 15-20 plus years with no opportunity to excel or be promoted.	6/9/2017 4:17 AM
91	These officers who have 30+ years on are the problem with the promotional processes being so stagnant.	6/9/2017 1:59 AM
92	Only delays movement	6/8/2017 11:25 PM
93	22 years as a patrolman is ridiculous in a department this size.	6/8/2017 7:42 PM
94	I wanna get promoted!!!	6/8/2017 5:15 PM
95	Hurts morale	6/8/2017 4:16 PM
96	When I retired the rules stated you had to leave. I retired because at the time I thought the drop might be gone. When i realized I could keep the drop, I could not change my mind. The rules should be the rules.	6/8/2017 4:07 PM
97	it keeps officers on the job longer and that's what we need.	6/8/2017 3:58 PM
98	If higher ups continue to freeze their drop then there is no room for movement within the department.	6/8/2017 3:17 PM
99	ever notice how at all the critical ranks the MPD is short of personell...Uniform patrol, sgt. , LT. but upper management seems to be doing OK....why is that....b/c they need each other to tell them selves they are doing a good job....when the exact opposite is true	6/8/2017 3:14 PM
100	Does it matter what WE think?	6/8/2017 2:02 PM
101	I've been an officer for almost 14 years and I feel it's unfair. Prior to joining the department, I was under the impression that I would be a sergeant within 5 years and I haven't progressed at all.	6/8/2017 12:56 PM
102	Everyone deserves the chance to move up the ladder, constantly doing a drop/freeze hinders that opportunity and brings down moral!	6/8/2017 12:06 PM
103	The freeze is just a smoke and mirrors show to fool the public into believing their lies about how to raise staffing levels. The answer is restore retirement benefits, return to the one hour travel time from home to work. The freeze only puts off the drop in staffing levels for a short time. It does not bring in new people nor does it make upward movement available for those already here.	6/8/2017 12:01 PM
104	Another freeze will continue the mass exodus.	6/8/2017 11:31 AM
105	I understand th DROP for new people but not for people who already used it.	6/8/2017 11:14 AM
106	Been patrolman for 22 years and only eligible for two processes so the drop freeze really doesn't effect me	6/8/2017 8:29 AM
107	The DROP Program is being misutilized by the city's administration for their own purposes which makes the program negative instead of positive. This is a good program when used the way it was designed. Officers will continue to leave of this continues.	6/8/2017 8:28 AM
108	This DROP freeze is a bad thing, was bad thing, and it has a major negative impact on the moral of officers. It does not help where it is needed which is in the lower ranks PATROLMEN. Upper management and management personnel are benefiting from it and they are hindering the upper mobility of others and this will have a major effect on the police department for years to come. This is only a temporary fix with a long term negative demoralizing situation among officers ability to move up in rank. It is terrible and bad business.	6/8/2017 8:27 AM
109	The freeze is absolutely wrong especially now! People who are in the DROP have made their arrangements to retire from the department. The freeze only prolongs the inevitable and kicks the tire down the road costing the city valuable human resources and progress.	6/8/2017 8:26 AM

110	Not promoting because of the manpower is just an excuse, there are a lot of patrolman working in the bureau that should be filled by the awaiting officers on the sergeants list, it would not affect patrol for the TA's to go back to the car and then move the new sergeant in place. It is more of a swap then a loss of manpower. I understand career development but that should be second place to a person that has gone through a process and is now on a waiting list, their careers have been developed. As for the DROP freeze it should be continually offered, with the insurance issue many of these people many not really want to stay on but may need to. Remember it is representation of ALL members so help me with mine and also work to get yours!	6/8/2017 8:16 AM
111	The drop freeze is only for people milking the system.	6/8/2017 8:09 AM
112	When the freeze was established it was for all not a selected few. When you start setting protocol the Union should beware of what's to Come.	6/8/2017 8:03 AM
113	I believe freezing the drop has hinder this current promotional process. Our benefits have forced those who should have retired many years ago to stay for Health Insurance. Once again hindering upward movement.	6/8/2017 8:00 AM
114	They're going to do what they want anyway.	6/8/2017 7:41 AM
115	Not that hasn't already been said by so many.	6/8/2017 7:35 AM
116	This will stagnate all movement within the department.	6/8/2017 7:25 AM
117	No	6/8/2017 7:04 AM
118	no	6/8/2017 6:39 AM
119	We are short regardless of whether they freeze the drop or not. Because of this, they won't promote even if they people in the drop leave. They will simply ask for more with less, as they've been doing for years.	6/8/2017 4:05 AM
120	Our elected politicians have dug themselves in a hole that is difficult to get out of, starting with the Wharton administration. They should revisit condition of employment prior to this current problem we have with hiring and it really is that easy. What is the sense in investing so much into making our city look good if no one can live in peace within it. As of now the only investment that is being made into law enforcement is one that will be used to provide highly trained officers to other cities in which they truly appreciate. On another note, cameras, we love them. However, this blue team mess makes what few officers that are still willing to go out and proactively patrol not want to bother anyone due to blue team entries. We have very little trust in the city officials and any idiot could see how a program such as this hurt them if things went south in a particular incident. Last but not least, although we live in a city with such a problem in crime the criminals are not the stressors when it comes to being a patrolman here. It's all the stuff that surrounds the job that creates such large amounts of stress such as benefits, command staff, negative media attention and most importantly having to work with other officers lack of morale. Until we build morale this department will continue it's decent into becoming a great training ground because who would want to working a place with a bunch of grumpy people day in and day out other than people that don't care which continues on with this snowball effect we currently have. I'm sorry to break the news but you can not run a police department like corporate America.	6/8/2017 3:47 AM
121	Constantly freezing the drop lessens my chances of promotion. I've been a patrolman for 17 years	6/8/2017 3:21 AM
122	Stop freezing and just make it a five year Drop.	6/8/2017 1:21 AM
123	We already can't get promoted and this department is a laughing joke throughout other depts because of it.	6/7/2017 11:45 PM
124	The DROP is an essential asset to our department if used effectively. One of the reason for extremely low morale on the department is delayed promotions. While I do understand the rationale behind freezing the drop again I am very oppose against it. I would rather see individuals facing retirement proceed forward to new opportunities rather than see opportunities taking from deserving officers. I really appreciate this opportunity. Sgt M. Walker	6/7/2017 11:42 PM
125	The DROP was offered for those who had made a conscious decision to retire. No one is forced to get into the program. I know circumstances occur that might warrant the freeze then it should be granted but just for the sake of greed, it shouldn't be allowed.	6/7/2017 11:27 PM
126	If you wanted to stay longer you shouldn't have entered the DROP. The city admin is the reason why we are on this mess. And now I'm getting punished for their wrong doing...	6/7/2017 11:09 PM
127	It should have only been a one time opportunity.	6/7/2017 11:08 PM

128	The drop freeze is a counterproductive towards the city and department's efforts to stem the tide of officers wanting to leave the department. It erases all hope of promotions and keeps the elder officers who would otherwise retire in place. Most of those freezing their drop are just dead weight and more of a hindrance to the department than help, with old stinking thinking and bad old school practices. What are you saying by continuing this practice? Are you saying that the only capable people are those that have dropped. If so, that assumption is false. There are officers that by all measures are senior and capable of doing the job of those in the drop. Many of the officers can do the job better. However, they do not have the opportunity due to the drop program freezes and let's not forget about the lawsuits that have stalled promotions for 10 years. We need more promotions not less. Promotions should be adequate in numbers and consistent in frequency.	6/7/2017 11:07 PM
129	Old habits still seem to linger which stifles the department even more. More pay and benefits is not stopping people from leaving, buying time to find something better and training is dismal at best at the patrol level. Moral is still low and it would seem keeping the old has not improved anything.	6/7/2017 10:52 PM
130	It inhibits movement and rewards mediocrity. The "good ol' boy network" is alive and well in Memphis.	6/7/2017 10:36 PM
131	They've had their chance to leave their mark, now they need to get out of the way for new ideas and maybe we can get this department and city on the right track.	6/7/2017 10:30 PM
132	The MPA protects the weak, the lazy, and the incompetent.	6/7/2017 10:28 PM
133	Time for them to go home ?? Retire please	6/7/2017 10:21 PM
134	This will create a stagnant upper rank structure which will have a trickle down affect to other ranks. Morale is already low, this will bring it down to the depths of hell.	6/7/2017 10:20 PM
135	They knew when they entered the freeze they had up to 3 years to train someone or replace that person. It is not fair to "freeze" again. Either they train their replacements before they leave or they will just have to learn on the "fly".	6/7/2017 10:11 PM
136	It hinders mobility within the ranks	6/7/2017 9:57 PM
137	Ridiculous our officers are with 18 -25 years are still riding incars	6/7/2017 9:52 PM
138	The City designed the DROP to plan ahead - they did not do it! If they need more time, then they should extend the DROP so employees could benefit financially. The freeze simply delays the inevitable. Plan and don't penalize employees any further!	6/7/2017 9:47 PM
139	The people signed up for the drop, they should leave. They are holding everyone else's careers up because they can't let go!	6/7/2017 9:37 PM
140	Instead of freeze they need to make a 5 year drop	6/7/2017 9:22 PM
141	I think it still should be an option but, only as a last resort, voted option.	6/7/2017 9:18 PM
142	Yes. I believe that there are other employees if given the opportunity can handle the "essential" positions that those who want to DROP currently hold. They have the ability to do the job just as well if not better than the current administration. I remember Godwin mentioned he would have stayed if they froze the DROP back then, but it wasn't. So why now? It's time for a change maybe then will we see the department advance into the efficient agency that we all want to see.	6/7/2017 9:08 PM
143	no	6/7/2017 9:04 PM
144	Those of us "on the fence" regarding staying and taking our chances, or leaving for greener pastures, this may just be the final straw....	6/7/2017 9:03 PM
145	The main reason they are pushing this drop freeze is due to the higher command been in it. You have Chiefs that it effects. They have done there 30 years , go home. Should not be able to refreeze!!	6/7/2017 9:01 PM
146	It will only keep the same ineffective leadership in place, with no progress for the department	6/7/2017 8:54 PM
147	NA	6/7/2017 8:54 PM
148	The drop freeze should end asap. People made their choices and at least we should have to honor ours, since the city won't	6/7/2017 8:45 PM
149	Moral is already low, and freezing the drop again is like grinding salt in an open wound. Give the ones at the bottom the chance to advance.	6/7/2017 8:22 PM
150	I think the Drop Freeze had a good purpose in keeping order, but I feel that those who entered it truly made there decisions.	6/7/2017 8:18 PM
151	If an officer freezes his drop or is still active in the drop he should immediately be ineligible for promotion either by process or appointment.	6/7/2017 7:56 PM

152	This freeze is for the command staff to benefit from, not the soldier in the field.	6/7/2017 7:55 PM
153	No	6/7/2017 7:42 PM
154	No	6/7/2017 7:35 PM
155	My opinion is it is about upper rank not wanting to leave. So to make fair we have to do across table.	6/7/2017 7:21 PM
156	It's not fair to hold up my career advancement because officers who are at retirement age not wanting to retire.. that's why officers are quitting at a high rate..	6/7/2017 7:12 PM
157	Most are only staying for the insurance. Let them retire and join the reserve unit. The freeze will only mean longer years for officers in the car that are already burned out. And patrolman waiting 15 years to have a real chance at making rank	6/7/2017 7:08 PM
158	Get rid of seniority points during promotional testing. If I have 7 years on the job and score a 100 but that score is dropped to X on the matrix, why does someone with more time on the job but lower initial test score get promoted? Oh yeah, seniority points. This is one of many reasons why outstanding officers with effective experience as MPD officers and leaving.	6/7/2017 6:54 PM
159	I would say don't do it. I would at least like to say I was promoted one time in 25 years.	6/7/2017 6:50 PM
160	It is time to start moving forward on the MPD. There are people on this department that are capable of leading that are not in the DROP. It is time to give them a chance. It's also sad that the continued freezing of the DROP has hindered upward mobility for several hundred officers. Let's move forward.	6/7/2017 6:46 PM
161	Younger officers cannot be the future of the police department if the older officers do not become history.	6/7/2017 6:31 PM
162	Personally I'm staying till at least 65 due to the cost of medical insurance. I currently have 19 years back at MPD and 13 to go before age 65. I'm a PIII in a position I'm happy in and have no plans to ever take part in the promotional process. With that being said, my answers to the above questions are how I feel regarding those who do plan or are participating in promotional opportunities.	6/7/2017 6:29 PM
163	Once you DROP you should be held to that. The freeze holds slots from others on the promotional list.	6/7/2017 6:15 PM
164	It will not keep 'boots on the ground' like the mayor spins it.	6/7/2017 6:03 PM
165	If you end the drop u need to leave when your time is up.	6/7/2017 5:54 PM
166	End it!!!	6/7/2017 5:48 PM
167	No	6/7/2017 5:45 PM
168	I along with several others have been on this job for 15 to 25 years and have never seen more than 300 out of 1000 people total get promoted to Sergeant. I believe the freeze only keeps old people on this job that are command staff and not allow people to get promoted. If I would have known this prior to leaving the military I would have never came here.	6/7/2017 5:41 PM
169	No	6/7/2017 5:40 PM
170	I think the mpa should pursue getting the city to allow members in the drop to extend instead of freeze. The eventual outcome would be the same. Retirement. However by extending the member could have an additional year or two of drop money when they retire.	6/7/2017 5:23 PM
171	DO NOT FREEZE	6/7/2017 5:22 PM
172	I don't think if you in the drop, then they should not take a promotion test.	6/7/2017 5:16 PM
173	It takes 18 years to get promoted, every other police department 5 to 7 years! No future here! Leave while you can!!!!	6/7/2017 5:00 PM
174	I believe once you have signed up for retirement then enter an agreement for the DROP, then it is a binding contract to between you and the City that at 1, 2 or 3 years later you are out (Retired)...	6/7/2017 4:53 PM
175	If you offer it to one, then it should be offered to all. Or not at all.	6/7/2017 4:48 PM
176	The DROP freeze only benefits the city not those who participate. If they would extend the DROP to a 5 year DROP I would consider it otherwise the City of Memphis can kiss my ass.	6/7/2017 4:44 PM
177	Extend the Drop	6/7/2017 4:36 PM
178	Patrol is burned out and too many officers are executive admin.	6/7/2017 4:34 PM
179	It is not fair to let them freeze, they made their decision and it will hinder the number of promotions.	6/7/2017 4:20 PM
180	Signing up for the DROP is not mandatory. No one forced them. They could have continued working. Now they change their minds, and want special snowflake treatment.	6/7/2017 4:12 PM

181	Its not addressing the problem, but upper management doesnt want to leave because they will have to pay for insurance.	6/7/2017 4:06 PM
182	If this department continues with the drop freeze we are going to loose more officers	6/7/2017 4:03 PM
183	Why don't they just make the DROP a five year option?	6/7/2017 4:02 PM
184	No	6/7/2017 4:01 PM
185	Thise in the drop should finish and move on. That was the deal when they got in.	6/7/2017 3:59 PM
186	If the freeze passes you are killing the rest of us who want to move up. Do the right thing.	6/7/2017 3:59 PM
187	No	6/7/2017 3:59 PM
188	The department already has low morale, this will just make it worse. You should not be just a patrolman with 10 years or more on the job. The promotion process is already bad, this will just add to it.	6/7/2017 3:56 PM
189	Gives officers one more reason to leave the department.	6/7/2017 3:49 PM
190	If they want to do something with the DROP, extended it to 5 years and give everyone that is in the DROP the opportunity to get the additional two years.	6/7/2017 3:49 PM
191	Allowing old dead limbs to remain on the tree further stagnates the growth and prosperity of the tree.	6/7/2017 3:45 PM
192	N/A	6/7/2017 3:41 PM
193	Freezing the DROP only slows down the opportunity for advancement.	6/7/2017 3:32 PM
194	Promotions are already stagnated, why allow them to keep their buddies on any longer!	6/7/2017 3:29 PM
195	Upper admin knew the timetable for retirement when they signed up for the DROP. They should be held to that timetable and should be prepared to leave when their time is up.	6/7/2017 3:27 PM
196	No	6/7/2017 3:27 PM
197	We need a 20 year retirement with a 5 year drop	6/7/2017 3:26 PM
198	The reason for this is because they screwed up the retirement process by taking benefits. Chain reaction !	6/7/2017 3:24 PM
199	the whole purpose of the freeze is to give the administration three years to make arrangements for the position replacement someone not doing their job	6/7/2017 3:22 PM
200	Freezing the DROP or allowing a refreeze of the DROP will only serve to hinder long awaited and stagnated promotions. Additionally, I believe it will have an adverse effect, forcing more to retire prematurely than will freeze. This will cause a net loss of personnel and those that will be leaving will be the most qualified.	6/7/2017 3:18 PM
201	This drop freeze proposal is a morale killer and stunts the growth of the department. First, we were all promised a "career" with the Memphis Police Department when we got hired. We were told after five years we'd be eligible for promotion. Promotions would be given every two years. Plenty of different jobs within the department to try. What we got are officers stuck on the same shift they were assigned to when they got off probation. In short--what we've really had for over 10 years is just a job. For years the department has not been able to promote officers. The unintended consequences is that the upper management of the department has absolutely no idea what patrol officers today actually do. Many of our upper management patrolled the streets of Memphis when Ronald Regan and the George Bush were president. Police work has drastically changed. If we truly want to attract new officers actions speak louder than any recruitment campaign. Getting back to offering careers instead of just jobs would be the shot in the arm many of us need. Those officers that signed up for the drop have already decided their career with the department is over. Before they signed the DROP paperwork they considered staying, but chose to use their experience as a Memphis Police Officer in a new career, or enjoy their retirement. I'm not going to name names, but I've worked with these people in the DROP. They've check out-they've made the mental leap-they're gone. These officers are "present" not really here mentally. That's why freezing the DROP is enabling. The choice is pretty simple if you ask me.	6/7/2017 3:18 PM
202	It is wrong. If you agree to leave and enter the drop, then leave! Give a 20 year retirement I will leave, And you can promote one more.	6/7/2017 3:17 PM
203	I feel they are in the drop an now the time is for to them to go	6/7/2017 3:16 PM
204	In my opinion at 25 years you should be forced to sign up for the drop and then in three years you should be forced to GO!!!!	6/7/2017 3:14 PM
205	Stop the freeze	6/7/2017 3:11 PM
206	If the freeze is allowed to happen there is no doubt it will slow the promotion process	6/7/2017 3:11 PM

207	It's my time. The others that are in the drop. It's time to go.	6/7/2017 3:11 PM
208	We need upward mobility.	6/7/2017 3:07 PM
209	Send them home	6/7/2017 3:03 PM
210	How the hell does the city expect to get more officers if we have to look 15 years down the line before we can even fathom to think about promotions and moving to specialized units? Moves like this will keep this department in the dark.	6/7/2017 3:01 PM
211	It is unjust to make those waiting to advance their career for the sake of OUTDATED leadership.	6/7/2017 3:00 PM
212	Drop was put in place for a reason. It's time for them to go, and allow others an opportunity of advancement.	6/7/2017 2:59 PM
213	Get rid of it. Let people move up and get promoted.	6/7/2017 2:57 PM
214	This department is top heavy with many eligible for retirement who refuse to leave so others can move up or be promoted. MPD will continue to lose good officers as long as this trend continues which I am sure it will with the leadership we have. No one cares and everyone is for themselves, but they will never admit it from the highest of management to the lowest PIIP. No promotions because we cannot hire any new officers is totally unfair as well. This is the worse this department has been since I have been employed here and I along with others who suffer it out daily do not see anything changing anytime soon until we get new leaders in place with new ideas regarding a defeated department. And leadership continues to allow the same officers to move to different divisions burning out the same patrolmen in the field. Sad.... Don't care cause it's not them obviously.	6/7/2017 2:56 PM
215	Drop Freeze hinders promotion of officers at every level. Also, the command staff that are wanting to freeze need to go and let others who have fresh ideas take leadership roles.	6/7/2017 2:51 PM
216	Halts upper mobility	6/7/2017 2:51 PM
217	The officers in the drop need to retire	6/7/2017 2:51 PM
218	Don't do it.	6/7/2017 2:49 PM
219	What is the purpose of having a drop when they keep making new rules to add to it? This is stupid. The drop meant that your were retiring and you only had 3 years left. Now it doesn't mean that any more because they keep adding new rules to it. Bullshit!	6/7/2017 2:45 PM
220	Do not keep the dead weight!!! There are plenty of qualified officers on this department that can continue to effectively move it forward. Those that signed up should have thought about the consequences at that time.	6/7/2017 2:45 PM
221	The morale of officers is getting lower every day. Now the administration and command staff wants to add to that by delaying their upward mobility yet again. Every week more officers leave putting an even bigger and potentially dangerous strain mentally and physically on those of us who have chosen to stay. Yet they want to act dumbfounded. SMDH	6/7/2017 2:45 PM
222	They have had the opportunity to advance, and did. Now let us have the opportunity. 20 years in the car is long enough.	6/7/2017 2:44 PM
223	It is the wrong thing for the police department so I am sure that is what the council will do...	6/7/2017 2:43 PM
224	This will not help the efficiency of the police department, as most people eligible to freeze are in desk or administrative positions. This does nothing to help the safety of citizens.	6/7/2017 2:40 PM
225	The freeze will further hinder upward mobility for the lower ranks and further lower moral amongst patrolman who already had very few opportunities to advance in their career. Im afraid it will make more people look elsewhere for employment with better career advancement. It stagnants everything and truly only helps the top positions of the department which there are much fewer people in. The Dept stands to loose more people than any gain that could possibly be made.	6/7/2017 2:38 PM
226	Doing this will screw over officers for many years.	6/7/2017 2:38 PM
227	The only people that are freezing their DROP are the upper ranks. The argument that the City Council gives to the media that because of the DROP freeze they are keeping more "Boots on the ground" for patrol is a lie. I don't know if a single person that is still in patrol that froze their DROP.	6/7/2017 2:37 PM
228	The DROP freeze will not only hinder promotions, but it will also stagnate departmental growth, decrease morale and continuously paralyze thoughts for future ideas!! In other words, out with the old and in with the new!!!	6/7/2017 2:35 PM
229	Please put a stop to changing these rules to favor only a small group who's in the tight click while the rest of us must abide by the rules	6/7/2017 2:33 PM
230	Never should have been allowed to begin with	6/7/2017 2:32 PM

231	People who are in the DROP needs to retire once their DROP is complete. If you continue to freeze the DROP, no one will ever get promoted and the department will remain stagnant.	6/7/2017 2:32 PM
232	There aren't enough police personnel to adequately make any significant promotions until there are a lot more Patrolman hired. That is basic management 101 and a common sense approach.	6/7/2017 2:31 PM
233	They froze on their own accord send them home.	6/7/2017 2:29 PM
234	The ignorance of the guidance of this city is amazing.	6/7/2017 2:29 PM
235	You have had your chance to get promoted, you have your 25 years, so leave.	6/7/2017 2:28 PM
236	No	6/7/2017 2:28 PM
237	The city and the officers in drop are violating a contract to leave three years after they signed it.	6/7/2017 2:27 PM
238	The DROP program needs to be eliminated.	6/7/2017 2:26 PM
239	If they were so dedicated they should have not dropped.	6/7/2017 2:24 PM
240	If the city decides to allow another Freeze, I have no reason to stay here. I won't have a chance for a promotion until several years and I'm already at the bottom. I don't have a pension, healthcare is high, and this is one of the most dangerous cities in America. I might as well start over in another city.	6/7/2017 2:23 PM
241	No	6/7/2017 2:22 PM
242	Freezing the DROP will have the opposite effect, more officers will leave because they will be guaranteed to be stuck in patrol for their careers.	6/7/2017 2:22 PM
243	No	6/7/2017 2:21 PM
244	Don't be stupid and freeze the drop!	6/7/2017 2:19 PM
245	Stick to what the policy states. No more freezing the DROP.	6/7/2017 2:19 PM

Sergeant – 26 funded vacant positions

The following Patrolmen have passed the Sergeant's exam and are the next 27 on the active promotional list (two officers tied for slot 26):

Ofc. Patrick Fox	Ofc. Dionne Rogers
Ofc. Clarita Leake	Ofc. Latanya West
Ofc. Richard Phillips	Ofc. Ronnie Elrod
Ofc. Darrin Seitz	Ofc. James Harden
Ofc. Bradley Wilburn	Ofc. Lee Potts
Ofc. Carl Craig	Ofc. Shayne Tarena
Ofc. Matthew Ellzey	Ofc. Derrick Blake
Ofc. Christopher Price	Ofc. David Boggan
Ofc. Michael Sims	Ofc. Kevin Johnson
Ofc. Mark Thompson	Ofc. Timeca Johnson
Ofc. Milton Gonzalez	Ofc. Andrew Kosso
Ofc. Kevin Leake	Ofc. David Filsinger
Ofc. William Acred	Ofc. Antoine King
Ofc. Lee Allison	

Lieutenant – 33 funded vacant positions

The following Sergeants have passed the Lieutenant's exam and are the next 33 on the active promotional list:

Sgt. Timothy Foster	Sgt. Andre' Nelson
Sgt. Jimmy Rinehart	Sgt. Matthew Roby
Sgt. Christopher Vaden	Sgt. Frank Sousoulas
Sgt. Christopher Mohny	Sgt. John Goad
Sgt. Alexander McGowan	Sgt. Kevin Craig
Sgt. Alyssa Macon-Moore	Sgt. Timothy Murphy
Sgt. Todd Casinghino	Sgt. Cleaven Foster
Sgt. Clifton Dupree	Sgt. Audrey Cartwright
Sgt. Joseph Johnson	Sgt. Elgin Lee
Sgt. George Cave	Sgt. Michael Chipman
Sgt. Victoria Harris	Sgt. Donald Fields
Sgt. Donald Adams	Sgt. Catherine Price
Sgt. Kelly Ryan	Sgt. Kevin Covington
Sgt. Ricky Davison	Sgt. Thomas Farris
Sgt. Lambert Chatman	Sgt. Robert Covington
Sgt. James Taylor	Sgt. Dennis Norman
Sgt. James Carson	

Major – 11 funded vacant positions

The following Lieutenants have passed the Major's exam and are the next 11 on the active promotional list:

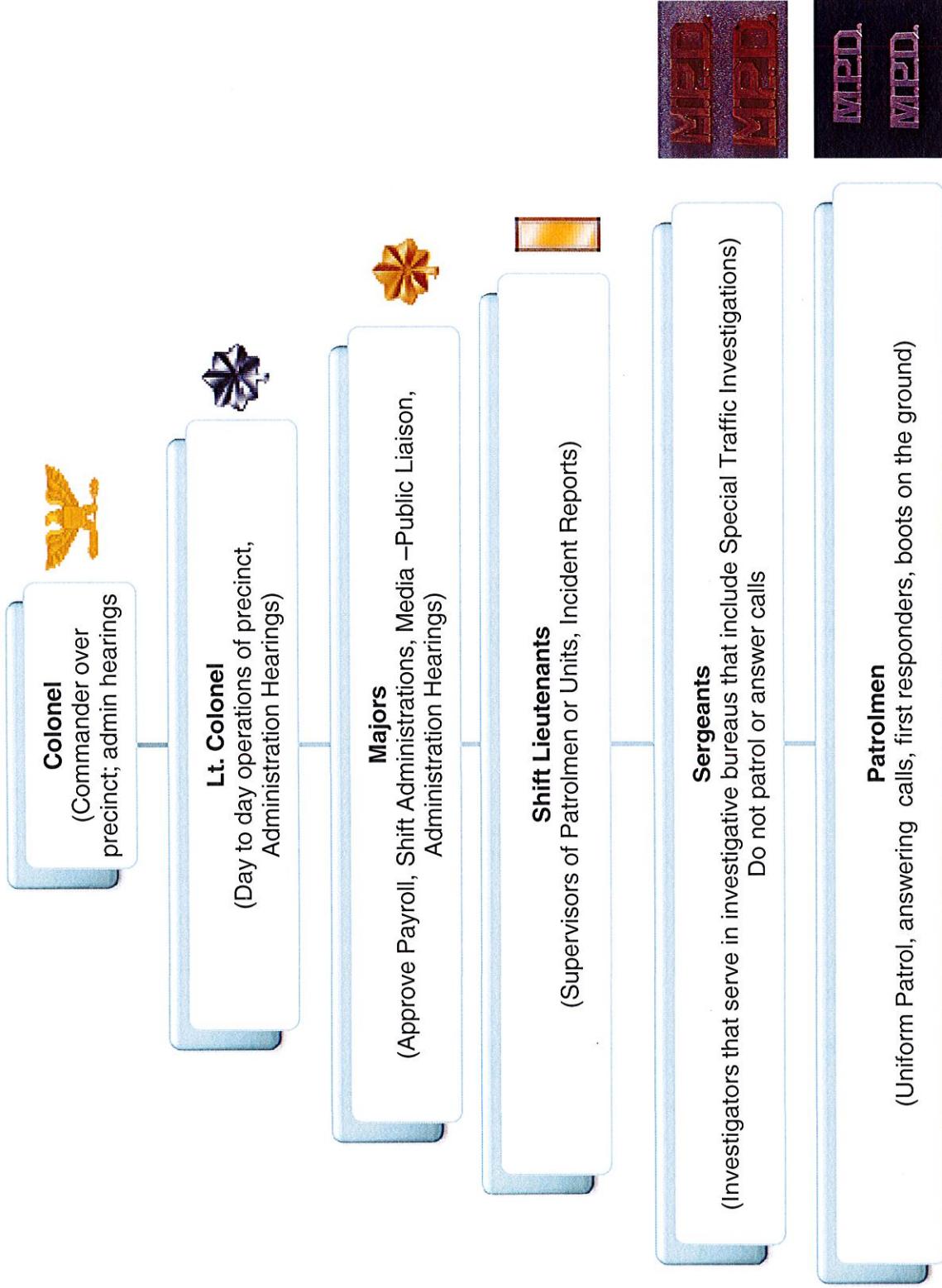
Lt. Michael Javier	Lt. Sherrykwan Glass
Lt. LaTanya Able	Lt. Hugh Word
Lt. Maxine Craig	Lt. Charlotte Easter
Lt. Stephen Oliver	Lt. Tyrone Butler
Lt. Degrah Bell-Polk	Lt. Dion Cincinelli
Lt. Bettie Carter	

Lt. Colonel – 5 funded vacant positions

The following Majors have passed the Lt. Colonel's exam and are the next 5 on the active promotional list:

Maj. Kathleen Lanier	Maj. Doreen Shelton
Maj. John Williams	Maj. Derrick Bernard
Maj. Rodney Adair	

Memphis Police Department Rank Flow Chart



* Detective: is not an official rank of the Memphis Police Department